

**AMENDMENTS TO THE ISWA COLLECTIVE BARGAINING AGREEMENT
FOR THE PERIOD OF APRIL 1ST, 2008 THROUGH MARCH 31ST, 2011**

Scheduled to be ratified by ISWA Members on April 28th, 2009 and approved by the JCHA Board of Commissioners on Wednesday, May 6th, 2009.

SALARY INCREASES: Article 5

For first contract year covering period of April 1st, 2008 through March 31st, 2009:

- 3% salary increase, retroactive to April 1, 2008, to be calculated on the employee's March 31, 2008 base salary, and to be paid on May 22nd, 2009.

For second contract year covering period of April 1st, 2009 through March 31st, 2010:

- 3% salary increase, retroactive to April 1, 2009, to be calculated on the employee's March 31, 2009 base salary, and to be paid on May 22nd, 2009.

For third contract year covering period of April 1st, 2010 through March 31st, 2011:

- 3% salary increase, effective on April 1, 2010, to be calculated on the employee's March 31, 2010 base salary, and to be paid no later than April 30th, 2011.

An employee must be employed at the JCHA as of March 31st of the respective year in order to be eligible for the increase effective April 1st of that year. An employee may not receive the above described salary increase if he/she is on unpaid leave of absence, workers' compensation, or on extended sick leave (six weeks or more). In such cases, the employee will be eligible for the raise upon his/her return to work and the raise will be retroactive.

SALARY RANGES - Article 5

- The salary range maximums shall be increase by the amounts of the agreed upon salary increases listed above, on the respective dates as specified.
- The salary minimums shall remain the same, and shall not increase, with the exception of the following: Increase minimum salary for Building Maintenance Worker, Clerk Typist and Housing Assistance Technician, Boiler Operator and Trade Helper to \$23,000. These new salary increases will take effect on May 7th, 2009.

DENTAL PLAN – Article 10.3

Increase JCHA contribution to Dental Benefit Fund (which is currently \$46.00 per employee per month) by 4% each of three years as follows:

- April 1st, 2008: Increase by \$1.84 = new rate is \$47.84 per employee per month
- April 1st, 2009: Increase by \$1.91 = new rate is \$49.75 per employee per month
- April 1st, 2010: Increase by \$1.99 = new rate is \$51.74 per employee per month

EYEGLASS PLAN – Article 10.4

Increase JCHA contribution to Eyeglass Fund (which is currently \$9.11 per employee per month) by 4% each year as follows:

- April 1st, 2008: Increase by \$.36 = new rate is \$9.47 per employee per month
- April 1st, 2009: Increase by \$.38 = new rate \$9.85 per employee per month
- April 1st, 2010: Increase by \$.39 = new rate \$10.24 per employee per month

VEHICLE ALLOWANCE – Article 11

Increase vehicle allowance payments by 5% for each category, effective 4/1/08, as follows:

- Category I: Increase by \$129 to \$2705
- Category II: Increase by \$94 to \$1976
- Category III: Increase by \$59 to \$1246
- Category IV: Increase mileage rate by establishing that the “federal rate” for mileage prevails (which increases the rate to \$.55/mile effective immediately) and increase rate automatically when the federal rate increases in the future.

UNIFORM ALLOWANCE FOR BLUE COLLAR EMPLOYEES: Article 12

Increase uniform allowances for blue collar employees by \$15/employee/year in April '08. New allowances will be \$515 starting April '08 and then remain at \$515 for remaining two years.

EMPLOYEE CONTRIBUTION FOR MEDICAL INSURANCE PREMIUMS – Article 10.1

Existing and new ISWA employees will contribute (through a payroll deduction starting in May '09) the difference between the cost of the respective employee's chosen type of insurance (e.g., New Jersey Direct 10, New Jersey Direct 15, Aetna or Cigna) and the lowest-cost plan. Employees may choose to enroll in the lowest-cost plan, subject to the rules and open enrollment schedules of the New Jersey State Health Benefits Program. In subsequent contract years, employee contributions may change to reflect changes in plans and/or changes in plan costs, as determined by the NJSHPB. The JCHA will request an earlier open enrollment process to facilitate this change.

SALARY INCREMENTS – Article 6

The Salary Increment system will continue with no change; however, new employees (any employee hired after May 7th, 2009) will not be eligible for Salary Increments.

LONGEVITY PAY – Article 16

Longevity pay continues for existing employees, but new employees (any employee hired after May 7th, 2009) will not be eligible for Longevity Pay.

SHIFT DIFFERENTIAL PAY & CONTINUOUS SERVICE – Article 4.8

Effective May 7th, 2009, increase the differential pay rate by \$.05/hr from \$1.10 to \$1.15/hr for employees who do not work the regular “8 to 4/Monday to Friday” schedule. This differential pay will only be paid for hours actually worked; differential pay will not be paid during an employee’s paid leaves of absence.

OVERTIME – Article 4.11

In order to insure that workers are available for overtime, employees in related titles who are qualified to perform the work of a particular title shall be placed on a secondary overtime list to expand the number of potential workers. In the event that the employee in the title is unavailable to work the overtime, then the employer has the right to assign employees in related titles who are on the secondary overtime list. Also, if the supervisor does not get a positive response from the employees on the overtime list, the JCHA may call a private contractor to perform the necessary work.

A supervisor who works the “snow detail” will only receive compensation based on his/her supervisory rate if he/she is functioning in a supervisory capacity.

PAY DAY LUNCH TIME REDUCTION – Article 4

Continue the extra 15 minutes for lunch break on pay days (which is every two weeks) in the second year contract until March 31st, 2010. The “extra fifteen minutes” for lunch on pay days will end on the first pay day of April, 2010.

TUITION REIMBURSEMENT – Article 13.3

Keep job-related training reimbursement, but effective May 7th, 2009, eliminate college tuition reimbursement .

WORKERS' COMPENSATION LIGHT DUTY

ISWA agrees to a policy change in the JCHA's Workers' Compensation insurance plan to allow for "light duty" for white collar employees.

FUNERAL LEAVE – Article 7.2

Funeral leave benefits continue to provide for up to five days for immediate family and up to two days for extended family; however, effective April 1st, 2009, a cap is set at fifteen days per year.

DIRECT DEPOSIT

"Direct Deposit" continues to be optional for existing employees; however, new employees, (any employee hired after May 7th, 2009) will be required to enroll in "direct deposit" for paychecks.

SEPARATION PAY – Article 21. 2 c

New employees (any employee hired after May 7th, 2009) will be eligible upon retirement (defined as a disability or service pension approved by NJ PERS) to receive 35% of his/her unused sick leave balance; this employee is not eligible to receive the "three days per year of employment".

UNPAID LEAVE OF ABSENCE - Article 8

The JCHA's unpaid leave of absence policy is clarified to limit leave to six months within a "rolling" twelve month period; exceptions to this policy will only be made in cases when an employee is on unpaid leave while waiting for his/her pension to be approved, and the employee has applied for a pension within the first three months of his/her unpaid leave of absence. The policy is also clarified to require that an employee provide medical documentation every month, which specifies the cause for the leave, the statement that the condition causes the employee to be absent from work and the expected return date; failure to provide such documentation will result in denial of the unpaid leave of absence.

45 DAY LAYOFF NOTICE

The JCHA confirms that a forty-five (calendar) days notice will be given in the case of a layoff or demotion in lieu of layoff. In some very limited cases involving "sensitive" positions, the JCHA may choose to pay the employee for the forty-five (calendar) day period in lieu of advance notification.